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| <b>Description</b>                                      | Mandatory workshops/classes for all parents and children in the Halton school system on issues of equity, diversity and inclusion is important. Educating people on why Black Lives Matter and Every Child Matters are important movements can be beneficial to white communities and open up areas to understanding allyship.  | Access to English classes for speakers of other languages that are taught by qualified and empathetic individuals would be helpful for those who are new to the country, whereas adding optional language courses beyond English, French and Spanish to the school system would be beneficial for those whom English is their first language.   | Indigenous language revitalization projects would help the broader community understand its history, and it would bolster the education of Indigenous students, who would benefit from feeling included.  |
| <b>Town of Milton response to recommendation</b>        | <p>Although this recommendation is not addressed at the Town, we are active in sharing education and information with the community on issues of ED&amp;I.</p> <p>The Town proactively identifies dates and events of importance via a number of sources and plan education and information offerings through our social media channels and website.</p> <p>Through our ArtSpark program the Town offers free access to school age children to cultural programming offered via our Town operated Performing Arts Centre. In 2022 the Town is hosting the Kaha:wi Dance Theatre in their performance of The Mush Hole which pays respect and acknowledges the lives and spirits of generations of Indigenous youth who "served time" at the Mohawk Institute residential school. This will be made available to grades 7 and 8 free of charge.</p> <p>Looking internally, the Town is committed to ensure all employees understand ED&amp;I and how to integrate this knowledge into program planning and service delivery. The Town offers self-guided education and information to all staff through the Towns internal communications modalities.</p> <p>The Town is also planning ED&amp;I leadership education in 2022/23 with more broader education and information sharing planned in the future.</p> | <p>The Town has successfully attracted Wilfrid Laurier and Conestoga College who are in the process of developing campuses in Milton. Conestoga has opened an International English Language Testing System facility on Main Street East and their future post-student population will draw largely from the international student community.</p> <p>Both Wilfrid Laurier and Conestoga College offer English language programming to their international student populations and the Town will look for partnership opportunities to expand program offerings to residents at large.</p>                 | <p>The Town works closely with local Indigenous community, to foster Indigenous cultural resurgence, as well as our commitment to truth and reconciliation.</p> <p>The Town's first Culture Plan was adopted in 2021, and includes 13 actions that support Indigenous cultural resurgence. The local Indigenous community contributed to the development of these actions. The Culture Plan can be found here: <a href="https://www.milton.ca/en/arts-and-recreation/resources/Culture-Plan-Final_web.pdf">https://www.milton.ca/en/arts-and-recreation/resources/Culture-Plan-Final_web.pdf</a></p> <p>The Moccasin Identifier Project interpretive plaques are located at three parks/trail heads in Milton - Sherwood Trail, Campbellville, and Moffat Park.</p> <p>In 2022, the Town installed an orange crosswalk in the Downtown core creating a visual symbol in Milton of the strength and courage of Residential School Survivors and commemorate the Victims, their families, and communities. Future public art installations are planned as well as partnerships in the community with our future post-secondary partners who are incorporating indigeneity into campus masterplan designs.</p> <p>In early 2022 Town staff reported to Council on the Towns response to the Truth and Reconciliation - Call to Action. The Towns response is underpinned by the Town's Culture Plan.</p> <p>That report can be found here:<br/><a href="https://calendar.milton.ca/Meetings/Detail/2022-01-18-1900-Council-Meeting-Rescheduled-from-January-17/d4c85df6-70e1-43e5-ae19-ae3800f9924e">https://calendar.milton.ca/Meetings/Detail/2022-01-18-1900-Council-Meeting-Rescheduled-from-January-17/d4c85df6-70e1-43e5-ae19-ae3800f9924e</a></p> |
| <b>Milton Public Library response to recommendation</b> | Milton Public Library has worked with Anti Racist consultants Diversipro since 2019. Coming out of the pandemic, we have employed our first Chief Diversity Officer who will be leading efforts to implement the 31 action items to ensure MPL is a truly anti racist organisation.   | Milton Public Library offers a range of programming for newcomers to Canada and to those who wish to prepare for the Canadian Citizenship process. This includes the ESL conversation Circle programme delivered in partnership with the Halton Multicultural Council. Our approach is informed by the top five languages read in the home so we focus on providing programmes and services in those languages in partnership with others eg - stoytimes in Arabic and Punjabi. We also provide a plethora of materials in those same five languages which are Urdu, Arabic, Spanish, Polish and Punjabi. | Milton Public Library is moving forward on implementing a number of recommendations stemming from the TRC and A Journey to participation reports out of the Hamilton Justice Centre including the translation of materials into indigenous languages and having a breadth of indigenous materials available within our collection, selected by indigenous members of the community. This builds on our pre-existing relationship with Grandmothers Voice in indigenising the gardens at Beaty branch and other projects that are coming to fruition including a genealogy programme.  |

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| <p>Recreation and Leisure centres need to expand the classes they offer the community to include different forms of dance such as bollywood, sarang folk, calypso, hopak, traditional indigenous dances and music classes such as African drumming or Hindi singing lessons. Even yoga, which is not a traditional western practice, has been whitewashed away from its traditional roots. We need to offer Eastern/Asian/African/ Indigenous practices and cultural practices by Eastern/Asian/African/Indigenous practitioners.</p>   | <p>Participants asked for shared green space that would allow for culturally and ethnically diverse individuals to come together in more organic ways. They also suggested publicly accessible parks should include soccer, cricket, and football fields, as well as basketball and bocce ball courts. It should also include a live entertainment space so cultural events could take place throughout the year and the Region should work hard to ensure diversity of representation. Frequent and inclusive festivals and events where people's food, arts and music can be shared with the entire community.</p>   | <p>Participants suggested incorporating multiple language signs into public spaces and renaming spaces, places, and streets to properly recognize First Nations land and treaty rights and racialized historical figures and women versus only white settlers. And removing the names of known racist figures such as Dundas.</p>   |
| <p>The Town continues to expand the recreation and cultural programming it offers to better reflect the community we serve. This is in line with the strategic priorities identified within the Towns 10 year Culture Plan. As an example, in recent years the Town has offered instructional cricket programs for youth on the cricket pitches the Town has developed over the past few years. Also, the Town offers a Bollywood dance/fitness program for youth and will be looking to further expand culturally diverse program offerings in the future.</p> <p>The Town operated Performing Arts Centre offers an array of cultural programming and through our ArtSpark program we offer children and youth free access to programming. In late 2022 the Town will be welcoming the Mush Hole: Presented by Kaha:wi Dance Theatre and access will be available at no cost for grades 7 and 8.</p> <p>The Town offers a centralized calendar of events for community partners to leverage and the Town makes our community spaces available to community partners to host cultural and recreational events.</p> | <p>The Town operates 90 hectares of park and maintained greenspace and this will continue to increase as we see Milton develop and grow.</p> <p>The Town continues to expand its parks and ensure accessibility is a key consideration in our park design planning.</p> <p>An inventory of the parks in Milton is available here (<a href="https://www.miltonparks.ca">Miltonparks.ca</a>) and this inventory also identifies the facilities available at each location (such as cricket pitches, football fields and basketball courts).</p> <p>The Milton Community Park offers a large event space and numerous picnic shelters that are well utilized both formally and informally by a number of culturally and ethnically diverse groups. In the summer of 2022, numerous large cultural events were hosted in this space including:</p> <ul style="list-style-type: none"> <li>• Canadian Indian Assoc. of Halton Region-Celebration of Canada Day</li> <li>• Halton Multicultural Council - Multiculturalism Day</li> <li>• Milton African Multicultural Festival</li> <li>• Nigerian Festival</li> <li>• Milton Halal Food Festival</li> <li>• Afro Jazz Festival</li> <li>• Ganesh Utsav Festival</li> <li>• Canadian Multicultural Media Network: Halal Food Festival</li> </ul> <p>Looking forward, the Town is planning to create a new public space in the Downtown core, a new civic public square. This new space will consider the wants and needs of our diverse population and will be a key community activation site in the future.</p> | <p>The Town manages its street naming program via Corporate Policy 070 as approved by Council.</p> <p>The Town maintains a publically available inventory of all street names assigned by the Town as well as an inventory of future street names for future use.</p> <p>Any member of the public of community group can nominate names for future consideration via the Town's webpage <a href="https://www.milton.ca/en/business-and-development/street-naming.aspx#">https://www.milton.ca/en/business-and-development/street-naming.aspx#</a></p> |
| <p>The Milton Public Library is informed through community led model in which all of our programmes and activities are implemented based on community consultation. In doing so MPL offers the widest range of an array of cultural programming which is delivered for and by our diverse local community.</p>  | <p>In partnership with Grandmothers Voice MPL is indgenising the gardens at Beaty branch</p>   |   |

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| <p>Indigenous and racialized mentorship and business grants would help individuals who have been historically excluded from receiving business startup funding to open businesses.</p> <p>For example, the data indicated there is a lack of hairdressers throughout the Region who know how to work with black hair, or bars and restaurants that provide entertainment that is culturally diverse. More non-chain restaurants, coffee shops and furniture stores that represent other cultures would be a welcome addition to the community.</p>   | <p>The political body of this Region lacks the diversity to properly represent the needs of its constituents. Surveys like these are necessary to gather the diversity of opinions and needs that reflect the changing demographic.</p>  | <p>The Halton Regional Police (HRP) also need to embrace these principles and become much more transparent in the gender, racial and ethnic makeup of the police force. There is a need for the HRP to be transparent with the public on how many types of complaints and allegations are made against any member of its force.</p>   | <p>Respondents feel the Halton transportation system in Milton and Halton Hills keeps people separated and is underdeveloped. An overhaul of the transportation system may allow for more inclusivity and for greater feelings of connectedness and ultimately belonging.</p>               |
| <p>Through the Towns economic development division the Town has supported local BIPOC and female led businesses and entrepreneurs in grant funding opportunities such as the IDEA fund.</p> <p>The initial round of the program is specifically targeting the provision of support to 240 businesses with 50% of those supported female led and 30% by racialized or under-represented groups.</p> <p>Milton had two businesses who are supported through our Town operated Innovation center which received grant funding.</p> <p>Round two of this program is scheduled for March 2023 and the Town will be proactively marketing this opportunity and providing direct application support.</p> | <p>In 2021 the Armstrong Strategy Group released the Ontario Municipal Democracy Index which looked at a number of indicators such as voter turnout and BIPIC representation on council. The Town of Milton Council was determined to have the greatest level of reflective diversity out of 32 reporting municipalities.</p> <p>The Town takes a proactive approach to promoting civic engagement in our electoral process through our social media channels. The Town also offers workshops to support candidates as they consider running for elected office.</p> | <p>Although not applicable to the Town of Milton, the Town does operate the Milton Fire and Rescue Services. As a partner in the provision of emergency services programming the Fire Department leadership continually monitors the demographic makeup of the service and has taken proactive steps to recruit new service members from our diverse local community.</p> <p>This was a planned activity in line with the Town's Fire Masterplan.</p> | <p>The Town is planning to develop a new Transit Masterplan in 2023. This is in response to the continued population growth in the Town. This is especially important as we plan for the future post-secondary population which we anticipate will begin to grow starting in late 2023.</p> |
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